

## Dual Career Interview Protocol For Faculty

1. Demographic information to gather:
  - Name
  - Gender
  - Department
  - Age
  - number of years at URI
  - number of children
  - relationship status
  - partner's employment
2. We're interested in learning about the experiences of dual earner couples who work at the University of Rhode Island. First, could you please describe your position and then that of your spouse or partner.
  - Probes: have these positions stayed the same since you arrived or have they changed?
3. We'd like to know about the circumstances that brought you to URI. Specifically, what's the story about how you came to URI.
  - Probes:
    - Who first applied for a faculty position?
    - When you applied, how much of a concern was there about finding faculty jobs for both of you?
    - What sorts of things attracted you to URI?
    - Could you tell us about things that concerned either or both of you when you were considering coming to URI.
4. Now we would like to focus on your experiences after learning that you or your spouse or partner had been offered a position. First, we'd like you to recall, if you can, some of the discussions that you had with your spouse/partner about accepting the position. What types of things did you discuss about the position(s)?
  - Were your short term goals affected by what position either you or your partner accepted?
  - Were your long term goals affected by what position either you or your partner accepted?
5. To what extent would you say that URI was involved in your decision making about positions for you and your spouse or partner?
  - Probes:
    - Did you initiate questions about finding employment for your spouse or partner (dual career concerns)? Tell me a bit about this process and how you went about this? Whom did you ask? How did you find out whom to ask?
    - Did URI provide any information (i.e., without you having to ask) about employment for your partner? **Could you tell us what type of information you received and from whom about accommodations for dual career couples?**
    - How would you say that your experiences regarding employment for you or your spouse/partner (i.e., 4a or 4b) influenced how you and your partner felt about coming to URI?

6. Now, we'd like you to think back to some of the issues that you negotiated {with regard to dual earner issues?} upon coming to URI. Tell me what you remember about the negotiation process.  
Probes:
  - How would you describe your negotiation process?
  - With whom did you negotiate?
  - How would you evaluate the outcome of the negotiation process? How satisfied or dissatisfied were you with it?
7. Now we'd like you to reflect on your experiences as a dual career couple at URI. How would you describe that experience in general?  
Probes:
  - Have either or both of you ever considered leaving URI to improve your career opportunities?
8. What suggestions might you have for URI with regard to improving circumstances for dual career couples?
  - ADVANCE will be developing some "best practices" to share with URI with regard to hiring dual-earner couples. We're interested in any and all suggestions that you may have in this area.
9. We've asked all of the questions that we wanted to. Can you think of any questions that we should have asked but didn't?
10. Finally, is there any thing else that you would like to add about your experiences as a dual-earner couple?